KLEYR_GRASSO

Independent law firm

Anissa BALI

Partner

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Anissa BALI is a Partner in the Employment and Social department. She joined the firm in 2016, bringing with her extensive experience in Luxembourg law firms, particularly in the field of labour law.

Anissa is specialised in all aspects of employment law and advises national and international clients for 20 years. She particularly focuses on employment contracts, individual terminations, transfers of undertakings, international mobility (work permit, posting of workers, supply of manpower) and working time. She works with clients to implement internal policies adapted to the specific sector and business needs of the company. She is also highly specialised in harassment at the workplace and whistleblowing issues. Anissa provides high quality support and adapted solutions to clients, as well as pragmatic recommendations.

In addition to her legal practice, she is also a lecturer in labour and immigration law at the Chambre de Commerce and provides in-house training to her clients.

EXPERTISE

EMPLOYMENT & SOCIAL

EDUCATION :

Master of Law, University of Law, Economics and Administration of Metz, 2003

LANGUAGES :

English, French

MEMBERSHIPS :

Luxembourg Bar, admitted in 2004
Member of the Bar Council of Luxembourg from September 2024
Employment Law Specialists Association (E.L.S.A.), Luxembourg
Member of the editorial board, and author, of the "*Revue Pratique de Droit Social*" (Practical review of Labour law)

Member of HR Community
President of the Conférence du Jeune Barreau de Luxembourg, 2014-2015
Member of the steering committee of the Cours complémentaires en droit luxembourgeois (CCDL), 2015-2017

RECOGNITIONS :

Legal500 EMEA, 2024 - Recommended lawyer, Employment
Legal500 EMEA, 2024 - EMEA Top Tier Firm 1, Employment
Legal500 EMEA 2025 - EMEA Top Tier Firm 1, Employment
Chambers Europe 2025 - Top ranked band 1, Employment

PUBLICATIONS :

Sunday work and opening hours in retail and craft sectors
Important changes concerning employment contracts and the employment relationship
Flexible admission requirements and easier mobility for highly qualified workers
Publication of the date for staff delegation elections!
New mandatory procedures to be implemented since 2023
Wage indexation on 1 September 2023: new amounts
New provisions on the recruitment of third-country nationals and wage indexation as of 1 September 2023
Work-life balance: new extraordinary leave and flexible working arrangements
Introduction of the right to be disconnected in the Labour Code
New whistleblower regulation!
Introduction of moral harassment in the Labour Code
3.2% increase in the social minimum wage
Telework of cross-border workers: extension of the transitional period for social security until 30 June 2023
The Luxembourg Parliament has recently adopted a new law creating a procedure for administrative dissolution without liquidation of companies (the “Administrative Dissolution”).
Luxembourg employers - French cross-border workers: less tax constraints in the future?
Tripartite agreement of 28 September 2022
Switch to optional “3G” scheme in the workplace
Telework of cross-border workers: confirmation of the establishment of a transitional period for social security
Telework: overview
End of the “3G” scheme at the workplace
Telework of French cross-border workers: extension of tax agreement
Telework of Belgian cross-border workers: extension of tax agreement
Telework of German cross-border workers: extension of tax agreement
Telework of French cross-border workers: extension of social security agreement
Revaluation of the minimum social wage and adaptation of the thresholds and ceilings provided for by the law
Adapting wages, salaries and pensions (+2.5%) on 1st October 2021
Bill on the right to disconnect for employees
Extension of family leave until 18 October 2021 inclusive
Telework of Belgian cross-border workers: extension of tax agreement
Telework of German cross-border workers: extension of tax agreement
Belgian cross-border workers and taxation: increase of the tolerance threshold from 24 to 34 days
Anissa BALI and Céline DEFAY promoted Partner and Daniel NERL promoted Counsel

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EVENTS

Licenciements : pièges à éviter !

Les Matinales du Droit du Travail

Le droit à la déconnexion : un défi pour les entreprises !

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